

CITY OF ARCADIA
BENEFITS SUMMARY – MANAGEMENT (NON-SAFETY) EMPLOYEES
(04/01/2014 - 6/30/2018)

RETIREMENT – CalPERS

Optional contract benefits include:

- Post-Retirement Survivor Allowance § 21624 & 21626
- Third Level of 1959 Survivor Benefits § 21573
- Credit for Unused Sick Leave § 20965
- Pre-Retirement Option 2W Death Benefit § 21548 (employee pays .138% cost share)
- Military Service Credit as Public Service § 21024
- Military Service Credit for Retired Persons § 21027

Tier I Retirement Benefits (hired prior to 07/01/2011)

- 2.5% @ 55 formula
- Employee pays 7% of employer cost through cost-share
- Employee pays 1% of employee cost
- EPMC: 7% paid by City is reported as special compensation
- Single highest year calculation
- For eligible employees: employee & spouse retiree medical benefits until Medicare eligible

Tier II Retirement Benefits (hired on or after 10/9/2011)

- 2% @ 60 formula
- 3 Year Final Compensation
- 7% Employee Share paid by Employee

New CalPERS Members PEPRA (hired on or after 01/01/2013)

- 2% @ 62 formula
- 3 Year Final Compensation
- 6.75% Employee Share paid by Employee (50% of normal cost)

ADMINISTRATIVE LEAVE

0 – 80 hours per year

SICK LEAVE

Accrual – 8 hours per month

No Buyback

VACATION

<u>Yrs of Srvc</u>	<u>Hrs pp</u>	<u>Hrs Per Yr</u>	<u>Max Accrual</u>
0-5	3.077	80	400
6-10	4.616	120	400
11-15	5.231	136	400
15+	6.154	160	400

City will buy back vacation not to exceed 80 hours

Max. accumulation – amount accrual in 65 pay periods

HOLIDAYS

	13 Days (hours vary each year)
New Year's Day	Friday following Thanksgiving Day
Presidents Day	Christmas Day
Memorial Day	Christmas Eve (4 hours)
Independence Day	New Year's Eve (4 hours)
Labor Day	Floating Holiday – Admission Day
Veteran's Day	Floating Holiday – MLK's Birthday
Thanksgiving Day	Floating Holiday – Unassigned

MEDICAL AND DENTAL INSURANCE

- CalPERS Medical Plans and Delta Dental Plans
- Benefit allowance of \$1,216/month
- Benefit allowance effective July 1, 2015, \$1,259/month
- Benefit allowance effective July 1, 2016, \$1,302/month
- Balance can be taken as cash back or applied to a deferred compensation plan

VISION INSURANCE (Vision Service Plan)

City paid vision plan for employee and dependents

LIFE INSURANCE (The Standard Insurance)

Term life equal to employee's annual salary plus \$25,000 Life & AD&D benefit
Additional term life insurance available

LONG TERM DISABILITY (The Standard Insurance)

Maximum benefit \$1,300/month
90-day benefit waiting period
Optional Buy-Up plan available

STABILITY PAY

Maximum of \$500 for employees hired before 07/01/82

LONGEVITY PAY

Based on the following formula:

<u>Completed Years of Service</u>	<u>Amount Per Pay Period</u>
5 – 9 Years	\$42.02
10 – 14 Years	\$63.04
15 Years and beyond	\$84.06

DEFERRED COMPENSATION

Income may be deferred through plans with ICMA-RC and/or Nationwide Retirement Solutions.
City contributes 0.5% of salary for LTD or Deferred Compensation.
Option to participate in PARS (Public Agency Retirement System).

TUITION LOAN/REIMBURSEMENT (Fiscal Year)

Maximum loan or reimbursement, including on campus parking fees and textbooks shall be paid at the rate of \$4,126 for undergraduate courses and \$5,062 for graduate courses. Courses, specialized training, or degree programs must be job related and pre-approved by Department Head and Human Resources Administrator.

CITY PAID BIENNIAL PHYSICAL

Currently provided at Arcadia Methodist Hospital

COMPUTER LOAN PROGRAM

Up to \$2,500 interest free loan and payroll deduction

HEALTH & DEPENDENT CARE SPENDING ACCOUNTS

Maximum \$2,500 Health/\$5,000 Dependent Care annually for 2013
Sign up during Open Enrollment – Calendar Year Plans

EMPLOYEE ASSISTANCE PROGRAM

Through Managed Health Network